

A.L.I.C.E.

Response to a Violent Intruder Event



CityofRedmond
WASHINGTON

What would you do if...

- There was a fire?
- There was an earthquake?
- There was a violent intruder/active shooter?

According to an FBI study:

- An average of 11.4 incidents occurred annually from 2000-2013
- An average of 6.4 incidents occurred in the first 7 years and an average of 16.4 occurred in the last 7 years
- 70% of the incidents occurred in a commerce/business or educational setting
- 60% of the incidents ended before police arrived

What is an Active Shooter Event?

- DHS defines as: “An individual actively engaged in killing or attempting to kill people in a confined and populated area; in most cases, active shooters use firearm[s] and there is no pattern or method to their selection of victims.”
- NTOA states: “The swift and immediate deployment of law enforcement resources to on-going life threatening situations where delayed deployment would otherwise result in death or great bodily injury to innocent persons.”

Preparing Employees and Staff

- Traditional response is the defensive strategy of securing in place or LOCKDOWN .
- One tool in the toolbox, but is it always the best option?
- Our Goal today is to equip you with more options that will increase your likelihood of survival!



Active Shooter Event Myths

- They always display tendencies for violent acts.
- It will not happen here.
- Police will respond in-time to prevent carnage.
- Employees and staff can do nothing against an armed intruder.

Myth: “They always display tendencies for violent acts”

- There is no profile of an active shooter, but they do share commonalities...
- Many do show warning signs, but who is paying attention or even dismissing those signs?
- In many cases those signs are not recognized or discovered until after the incident and it is too late.

Myth: “It will not happen here”

- It CAN happen anywhere, anytime, without reason...
- University of Texas, Austin Texas: 1966, Whitman kills 16 including his mother and wife the previous evening. Event takes 20+ minutes (officer intervention end).
- Columbine High School, Littleton Colorado: 1999, Harris and Klebold kill 13. Over an hour before LE enter (self inflicted ending).
- Virginia Tech, Blacksburg Virginia: 2007, Cho kills 33 including two in dormitory earlier the same morning. Event lasts -12 minutes (self inflicted ending).
- Sandy Hook Elementary, Newtown Connecticut: 2012, Lanza kills 27 including his mother prior. Event lasts -6 minutes (self inflicted ending).

Myth: “Police will respond in time to prevent carnage”

- Columbine Library
- 7.5 minutes - SRO on campus
- Norris Hall, VA Tech
- 8 minutes - Double Homicide being investigated 800 yards away
- Sandy Hook Elementary
- 10 minutes – Police arrive about 10 minutes after first 911 call was made and about 14 minutes after the shooting began

Myth: “You can do nothing against an armed intruder”

- Shooting is a physical skill, the degree of accuracy and level of skill required is directly dependent on the actions of the target:
- OODA loop
 - Observe
 - Orient
 - Decide
 - Act
- Fight, flight, freeze... natural or learned responses?
- Mental rolodex...Train your brain!
- Strength in numbers.

A.L.I.C.E

- Alert
 - Clear, concise announcement of events
- Lockdown
 - Fortify your position
- Inform
 - Real-time Updates
- Counter
 - Become a hard target
- Evacuate
 - Get out and get to a safe place

ALERT

- Listen to your gift of fear if something is not right.
- Uncoded campus wide announcement, in plain text, with adequate information.
- 911 will be inundated with calls, but when you get through provide clear, accurate information quickly.
- Identify
- Self, location, suspect info, weapon, direction of travel, medical needs, call back number
- Don't hang up unless directed by dispatch or safety is of concern.

Lockdown

- Excellent starting point, barricade makes it better.
- This is a skill, teach it, drill it.
- Locked and barricaded doors provide a time barrier. A locked door takes time to breach and the bad guy does not want to waste it.
- Lockdown does not serve as a complete stand-alone defense strategy. If a secure place is no longer secure other options must be available.
- Once Lockdown is in effect no one should be allowed into a secure room under any circumstances. Only open your locked door for uniformed police personnel.

Inform

- Provide Real-Time Information - Constant, real-time information is crucial to increasing survival chances. Video surveillance and public address systems are very useful.
- Allows for Good Decision Making - If all intruder movements and actions are broadcast this will give the good guys an advantage and distract the bad guy.

Counter

- WORST CASE SCENARIO -If you are unable to escape and are in a secure for now location what will you do if the intruder is able to enter?
- Shooting is a skill. A static, passive target is easily engaged and is virtually impossible to miss (soft target); hiding under a desk, in a corner or up against the wall puts you in a defenseless position.
- Scattered, moving targets (hard targets) are far more difficult to hit.
- You are surrounded by objects of opportunity... books, cell phones, laptops, etc. Disrupt the suspect's OODA loop!
- If the suspect is not shooting/reloading or they are hesitating... RUN!
- Distract and swarm.
- Be mindful of other possible suspects (plus one rule), but do not what if yourself into inaction.
- You have the right to fight for your life.

Evacuate

- The goal of evacuation during an Active Shooter event is to minimize the number of potential victims in the crisis zone.
- Getting out is based on the real time information provided and observed. Get out and don't look back.
- Think about this campus. If you are at the North end of the building and the shooter is at the south end, would it be safer for you to stay in lockdown or leave the area in the opposite direction?
- There is no guarantee the police will reach you before the bad guy does. Put distance between yourself and the bad guy.

The Lesson from Virginia Tech:

Room 210 No Class	STAYED DOWN Room 206 - 14 Present Killed - 10 Wounded - 2	JUMPED & BARRICADED Room 204 - 19 Present Killed - 2 Wounded - 3	Room 200 No Class
Hallway - Killed 1			
Offices	STAYED DOWN Room 211 - 19 Present Killed - 12 Wounded - 6	BARRICADED <i>AFTER 1ST TIME</i> Room 207 - 13 Present Killed - 5 Wounded - 6	BARRICADED Room 205 - 12 Present Killed - 0 Wounded - 0

28 vs. **2** (Fatalities)

Passive vs. **Proactive**

Police Response

1. Follow Directions – Police will not know who you are.
2. Police will direct you to raise hands or give other instructions, so listen.
3. Multiple agencies will respond and be on the same page as Redmond.
4. Information is fluid, rapid and at times confusing. It will be chaotic for EVERYONE!!
5. Officer actions are based on good faith that information is correct.

Police Priorities

- Neutralization of the suspect (s) as quickly as possible
- Mitigate injuries and loss of life
- Containment

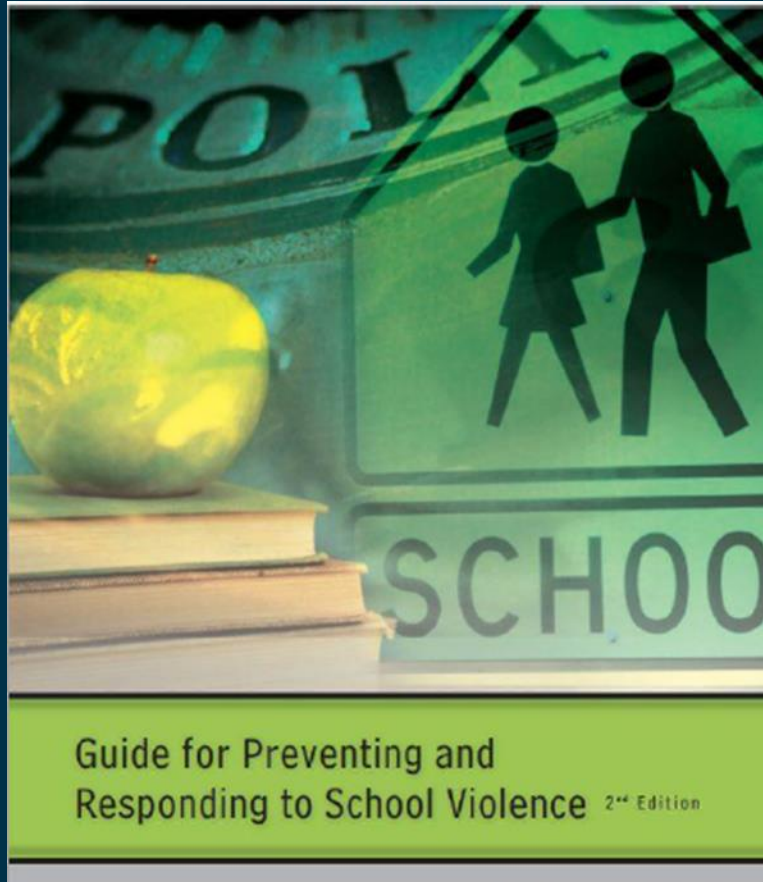
Are You Prepared?

Do these students look ready and prepared to escape, evade, or counter an Active Shooter?



Students take cover in French Class in Holden Hall, Virginia Tech. Next door to carnage at Norris Hall.

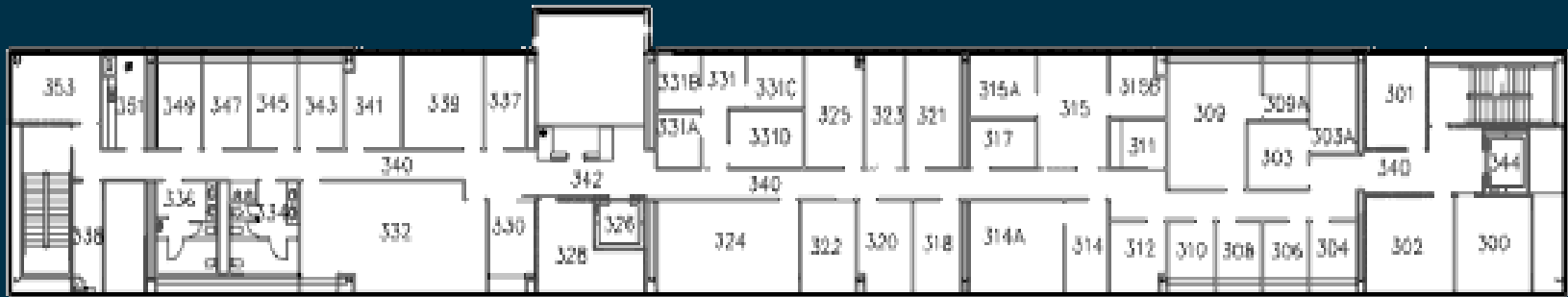
Photo by Chase Damiano



IACP Recommendations

- October 2009
- Do not have a one-size fits all plan.
- Teachers choose to Evacuate or Lockdown
- Authorize decisions to be made
- Active Resistance is an option

Preplan...



- Building layout
- Escape Routes
- Safe Areas
- Communications
 - Access to phone, panic button, intercom, etc...

Preplan!



- Events are dynamic and rapidly evolve.
- Need to have plan a “B”.
- Be flexible - Adapt and overcome.
- Distance=Safety

Remember....

- There is no 100% guarantee
- Utilize all of your tools
- Build a survival mindset

What is RPD Doing?

- Annual emergency response exercises among all RPD staff (in service).
- Localized training activities with the Redmond Fire Department and Emergency Medical Responders
- Training in ALICE to local community, businesses and schools



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